



OCCUPATIONAL, HEALTH AND SAFETY POLICY

The Onstream Group recognises that its site activities give rise to a range of hazards, in particular undertaking dangerous activities when working for clients in hostile environments.

The Company believes that despite the presence of these hazards, all accidents and incidents of work-related ill health are preventable. It also recognises the legal responsibility to ensure the health, safety and welfare of persons affected by its activities.

As such, we are committed to:

- Preventing injury or ill health to anyone who may be affected by its work activities.
- Complying with all relevant legal, customer and other third party requirements.
- Continually improving its risk management and occupational health and safety performance.

We will achieve these commitments through the following means:

- The implementation and maintenance of an Occupation Health and Safety Management System that is independently certified as compliant with BS OHSAS 18001:2007.
- The systematic identification of hazards present and the application of a risk assessment procedure that will identify and implement appropriate control measures and safe systems of work.
- The maintenance of a set of objectives and a supporting programme of work that is focused on achieving its commitments and eliminating or reducing the major hazards present.
- The clear definition of individual management and employee responsibilities for implementing the Occupational Health and Safety Management System and achieving the Company's commitments.
- The provision of appropriate information, instruction, training and supervision so that all employees:
 - Are aware of their responsibilities and legal duties; and
 - Can support the implementation of the Occupation Health and Safety Management System and the development of a proactive health and safety culture.
- The maintenance of effective systems of communication and consultation on health and safety issues with all employees and other persons affected by the Company's activities.

The appropriateness and effectiveness of this policy, and the means identified within it for delivering our commitments, will be regularly reviewed by Senior Management.

The implementation of this policy is fundamental to the success of our business and must be supported by all employees as an integral part of their daily work.

This policy is publicly available to interested external parties upon request.